Workplace Alaska

Class Specification
Habitat Biologist III

Created: 02/06/1998 by Rick Davis
Finalized on: 05/25/1999
AKPAY Code: P6167
Class Outline Cat: B
Approved by: Ken Southerland
Class Code: PH0123
Class Range: 18
Class Status: Active

Category: Professional
Original Date: 04/01/1974
Class Title: Habitat Biologist III
Use MJR Form: Standard

Original Comments:
ORIGINAL

Subsequent Revision Dates/Comments:
6/16/74; 9/16/75; 11/16/75; 2/16/77;
9/1/82 - MQs.
10/1/84;
06/21/88 - MQs.
05/25/99 - MQ Questions.
11/15/96 - Update; complete revision (LMA/NC)
3/12/02 - Broadened MQs; audited (LHansen/KGarrett)
01/15/2006 - Full revision (JDailey)
09/25/2008 - Workplace AK spec revision: Added Census Job Code and AKPAY Code fields; Replaced Category field with Class Outline Category; Updated EEO4, SOC, and Class Code fields; Removed DOT field.

Last Update: **EEO4:** B **SOC:** 19-1023 **Census:** 02

Last Update Comments:

Definition:
Habitat Biologist III performs advanced professional level biological work, either planning, evaluating and recommending substantial changes to major development projects and land use permitting, project reviews, or land transfer decisions; or researching, analyzing, and consulting on specific habitat issues impacting divisional operations, and position statements.

Distinguishing Characteristics:
The Habitat Biologist series includes professional biological job classes specializing in habitat preservation and restoration projects and activities affecting the conservation, preservation, and restoration of fish and wildlife habitat.

Habitat Biologist III has substantial responsibility for planning, controlling and determining the resources necessary to perform the work for projects or activities characterized by broad scope and complexity, limited guidelines, unprecedented methodologies, and extensive external interaction. Habitat Biologist III may function as the area management or area research biologist; or a project biologist responsible for controversial and complex projects involving review, permitting, enforcement, and field surveillance of major construction and restoration activities; or a biologist specializing in resolving complex issues subject to controversy and contributing to management decisions. The role of area management/research biologist or project biologist require administrative and/or supervisory responsibilities, with authority to commit the division to a course of action.

Habitat Biologist III is distinguished from Habitat Biologist II by the responsibility of the Habitat Biologist II to perform full performance level biologist work in conducting reviews of development plans for negative impact and public access; applying data to permitting and planning processes; identifying and developing strategies; and coordinating development of position statements.

Habitat Biologist III is distinguished from Habitat Biologist IV by the responsibility of the Habitat Biologist IV to be assigned a broader scope of authority and decision-making; regional or comparable administrative, supervisory and interdivisional/interagency responsibilities; staff advisor responsibilities influencing divisional policy; or technical expertise in resolving interagency, controversial issues.

Examples of Duties:
Under direction, strategize and implement agency resource activities to evaluate proposed impacts of major private or public development and resource extraction projects and activities on fish and wildlife resources, habitats, and public use of and access to, fish and wildlife. Recommend substantial changes to development projects, land use permitting, project reviews, or land transfers, including timber sales, mineral and oil and gas sales, transportation projects, oil field development plans, tideland developments, and seismic exploration.

Analyze developmental project information and data to protect fish and wildlife habitat and resources. Issue Fish Habitat and Fishway permits for proposed projects and activities possibly impacting anadromous and resident fish in freshwater bodies. Function as the lead point of contact for permits including the associated Alaska Coastal Management Program consistency review; recommend modifications to a wide range of diverse projects; and coordinate interagency plan reviews. Solicit, coordinate, and consolidate interagency expertise and input, and prepare comprehensive analyses for position statements and papers that reflect departmental input and expertise of resource

agencies.

As required by the state's statutory management of designated refuges, critical habitat areas, ranges, and sanctuaries, evaluate data and information, issue and monitor activities allowed by Special Area permits for any habitat altering work, including any construction activities in those specific areas. Perform project reviews as required by federal congressional acts. Identify and recommend habitat enhancement and restoration needs on refuges and other high-use areas that are important for fish and wildlife, or for public access to and use of them. Review land management actions, such as municipal or federal actions, that affect the public's ability to access public lands and waters related to the use of fish and wildlife resources.

Plan and conduct pre- and post-permit issuance site inspections of projects to assure compliance with permit stipulations, and to initiate appropriate enforcement actions. Direct mitigation actions, investigate violations, file criminal complaints, and recommend charges and penalties for violations. Provide information supporting executive decisions having substantial resource or financial consequences.

Research, review, analyze and present study findings, statistics and reports; prepare recommendations with scientific documentation for new or modified project activity, policy changes, restrictions, and regulatory proposals. Provide technical supervision of research project(s) of which little valid or reliable information is available. Consult on specific habitat issues impacting divisional operations, policies, and position statements.

Perform or oversee the development of operational and sampling plans and procedures, experimental design, quality control of data, and analytical and processing methods. Lead or supervise the project work of professional and technician staff, to ensure compliance with operational plans, quality control of data, and project objectives.

Develop budgets for complex or multiple project activities; track and maintain fiscal control over project expenditures; approve budget modifications. Determine project needs and approve purchases and method of purchasing through contracts, cooperative and interagency agreements. Oversee logistical plans.

Knowledge, Skills and Abilities:

Thorough knowledge of principles and procedures of habitat biological research, and data analysis and evaluation.

Thorough knowledge of fish and wildlife species, habitat characteristics and requirements, and ecological relationships.

Considerable knowledge of habitat protection and restoration issues, problems, research objectives, management strategies, policies, procedures, statutes and regulations affecting the conservation, protection, and restoration of fish and wildlife, their habitat, and public use of, and access to fish and wildlife.

Considerable knowledge of the applications of the characteristics, conditions, and interrelationships of related disciplines such as forestry, range and grassland management, hydrology, and limnology, and familiarity of general construction practices as they apply to fish and wildlife habitat issues.

Working knowledge of subordinate or project team leader responsibilities, ensuring that work is effectively and accurately assigned, evaluated and completed within timeframes, during which technical training is provided to lower level staff.

Some knowledge of general administrative requirements of budget, fiscal, procurement, contract administration, human resource/payroll, and office management.

Knowledge of statistical approaches.

Ability to develop and conduct habitat biological studies; analyze, evaluate, organize, prepare, and effectively present, both orally and in writing, comprehensive scientific reports, information and recommendations concerning proposed projects and activities or land transfers for compliance with fish and wildlife habitat and access related statutes, regulations and policies.

Ability to plan projects; identify problems; develop, negotiate, and prioritize goals, objectives and strategies; monitor progress; adjust resources to accomplish objectives, and make immediate habitat management decisions when necessary.

Ability to establish and maintain effective working relationships with government officials, private industry officials, conservation or environmental group representatives, tribal officials, regulatory advisory boards, and the genera public.

Ability to effectively lead or supervise lower level professional, technician and support staff.

Ability to use standard computer software to analyze scientific data, and use statistics, maps, and charts as analytical tools.

Minimum Qualifications:

A bachelor's degree from an accredited college in biology, a branch of biology, limnology, biometrics, oceanography, forestry or natural resource management.
AND
One year of full performance professional level biologist experience, specific to land use permitting, project reviews or impact assessment of resource development on fish and wildlife habitat. The required professional biologist work experience is met by service as a Habitat Biologist II, Fishery Biologist II, or Wildlife Biologist II with the State of Alaska or the equivalent with another employer.

Substitutions: A bachelor's degree from an accredited college, which includes or is supplemented by at least 24 semester hours or 36 quarter hours in the fields listed above, of which 16 semester hours or 24 quarter hours are course work bearing course numbers of 300 or

higher. There is no substitution for the required experience.

Required Job Qualifications:

(The special note is to be used to explain any additional information an applicant might need in order to understand or answer questions about the minimum qualifications.)

Special Note:

Minimum Qualification Questions:

Do you have a bachelor's degree from an accredited college in biology, a branch of biology, limnology, biometrics, oceanography, forestry or natural resource management?
AND
Do you have one year of full performance professional level biologist experience, specific to land use permitting, project reviews or impact assessment of resource development on fish and wildlife habitat. The required professional biologist work experience is met by service as a Habitat Biologist II, Fishery Biologist II, or Wildlife Biologist II with the State of Alaska or the equivalent with another employer?

Or Substitution:

Do you have a bachelor's degree from an accredited college, which includes or is supplemented by at least 24 semester hours or 36 quarter hours in the fields listed above, of which 16 semester hours or 24 quarter hours are course work bearing course numbers of 300 or higher?
AND
Do you have one year of full performance professional level biologist experience, specific to land use permitting, project reviews or impact assessment of resource development on fish and wildlife habitat. The required professional biologist work experience is met by service as a Habitat Biologist II, Fishery Biologist II, or Wildlife Biologist II with the State of Alaska or the equivalent with another employer?